MASSACHUSETTS/AFL-CIO

Voice of Organized Labor 400,000 Strong

April 2, 1990

TO: MEMBERS OF THE EXECUTIVE COUNCIL

FROM: ROBERT J. HAYNES, SECRETARY-TREASURER

Enclosed please find the Minutes of the March 15 Council Meeting for your perusal and acceptance.

The next meeting of the Executive Council is scheduled for:

DATE: THURSDAY, APRIL 19, 1990

TIME: 10:00 A.M. - Meeting
12:30 P.M. - Luncheon

PLACE: BOSTON TEACHERS UNION HALL
180 Mt. Vernon Street -
(BEHIND BAYSIDE EXPO)
Dorchester, Mass.

Looking forward to seeing you at the BTU on April 19.

It would be appreciated if you would R.S.V.P. at your earliest convenience (617) 227-8260.

FROM THE NORTH: TAKE EXPRESSWAY SOUTH
DIRECTIONS: (BTU is off Southeast Expressway) Take U-Mass.-Columbia Road Exit of the Southeast Expressway. At the bottom of the ramp - **go left** - when you come to the Rotary - go 1/2 way around rotary - you will now be on Day Boulevard. Proceed to MDC Police Station (will be on right hand side) - directly after Police Station take right - this will bring you into the Boston Teachers Union Parking Lot.

FROM THE SOUTH: TAKE EXPRESSWAY NORTH
DIRECTIONS: BTU is off Southeast Expressway. Take U-Mass.-Columbia Road Exit of the Southeast Expressway. At the botton of the ramp - **go right** - when you come to the Rotary - go 1/2 way around - you will be on Day Boulevard. Proceed to MDC Police Station (will be on right hand side) - directly after Police Station take right - this will bring you into the Boston Teachers Union Parking Lot.

PRESIDENT
ARTHUR R. OSBORN

EXECUTIVE VICE PRESIDENTS
JOSEPH M. LYDON
JOSEPH C. FAHERTY
JAMES FARMER

SECRETARY-TREASURER
ROBERT J. HAYNES

VICE PRESIDENTS
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RONALD ALMAN
EDWARD F. BURKE JR.
ARTHUR BUTLER
GIRO J. CARDINAL
LINDA R. CHIGAS
THOMAS CHIRILLO
JANET CIEJKA
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KEVIN MAHAR
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NANCY MILLS
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MINUTES
MASSACHUSETTS AFL-CIO EXECUTIVE COUNCIL MEETING
THURSDAY, MARCH 15, 1990
PLUMBERS - LOCAL 12 HALL - 10:00 A.M.

PRESENT:
President Osborn, Secretary-Treasurer Haynes, Executive Vice President Lydon, Vice Presidents Abdow, Burke, Cardinal, Chirillo, Collins, Dart, Dimitropolis, DeRosa, Devlin, Donegan, Irvin, Joyce, Leahy, Mahar, Ollivierre and Phinney.

ABSENT:
Executive Vice Presidents Faherty (ub), Farmer (ub), Vice Presidents Alman, Butler (ub), Chigas, Ciejka (ub), Conley, Ferris, Foley (ub), Kerr (ub), LeBlanc (ub), McDevitt (ill), Mills, Mullane, Rodriques, Romano (ub), Simmons (ub), Thompson (ub), Walsh and Williams.

The Council Prayer was read by V.P. Ollivierre.

MMS to accept the Minutes of the February 15, 1990 Executive Council Meeting. So voted.

President Osborn thanked the Vice Presidents who were present for their attendance and urged their continuous presence at Council Meetings and suggested they urge their brother and sister Vice Presidents who were not in attendance to attend future Board meetings. He noted that the Council would be receiving a resignation letter from one of the Vice Presidents and that the Council's attorney has had conversation with V.P. Walsh's attorney and that this letter of resignation would be forthcoming.

PRESIDENTS REPORT:
On the political front, President Osborn reported on a meeting he attended with Secretary-Treasurer Haynes and Mass. Building Trades President, Leo Purcell with William Delahunt and Representative Roosevelt, lead people with the Frank Bellotti campaign and on it being a good meeting and noted that its hopeful the dialogue has helped in that F. Bellotti had made quotes in the newspapers that appear derogatory. The President advised that he had informed these people that our stand is uncommitted until a candidate committed to us. He further noted the Council would be working around an issue per month and would be soliciting responses to labor's agenda and issues from each of the candidates. President Osborn also reported that Labor will have a good size delegation at the Democratic State Convention and that it was his feeling the longer Labor waits for an endorsement the more worth we will have.

On the Annual Good Scouts Award Dinner of which President Osborn was the first recipient, the President thanked the Vice Presidents for their attendance and that it was a good time and good turnout even though it was bad weather the night of the Award.

He also noted the Boy Scouts of America had taken on the Right-to-work people in their creation of a badge honoring Organized Labor.

President Osborn reported on meeting with local unions/organizations that made up the MBTA Alliance of Unions regarding an ongoing jurisdictional dispute with OPEIU, Local 6 and noted Anthony Mastandrea from the Machinists was the spokesperson for the group in attendance. He reported he informed the parties that the Mass. AFL-CIO did not have jurisdiction in the matter and should not get involved.

The President gave a report on the AFL-CIO Conference in Bal Harbor, Florida and on attending COPE meetings there and making a report on behalf of the Mass. AFL-CIO and of discussions of various legislative races throughout the Country; on attending a meeting of the National's Harvard Trade Union Advisory Board, of which he is a member, and of hopes that this program would be expanded.

On the TEAM - Invest in Massachusetts Future Fund, President Osborn reported on numerous and on-going meetings and noted this referenda campaign was shaping up along the lines of the campaign on Question #2. He noted that Unions and Independent Associations along with other groups have totaled 130 organizations that will be participating in this effort and have signed up; the army is presently being built; the public employees' necks are on the line in this and that it will take a lot of effort and time of the Mass. AFL-CIO to defeat Barbara Anderson in her attempts to roll back taxes and also to push to victory our own referenda question.

He thanked Vice President Lydon, V.P. Simmons of the Boston Building Trades and Leo Purcell, President of the Mass. Building Trades for their participation, great input and interest and noted that $1,000 had been contributed to the campaign from District Council #35 of the Painters. He further advised the Vice Presidents will be called upon to get involved when we begin to go out to the various communities.

President Osborn reported that as a result of a request by the National AFL-CIO, the Council hosted a meeting of trade unionists from New Zealand.

The President reported on a meeting with Michael Holden from ATU, Local 1205 on the anticipated Greyhound strike which did occur. He further advised on the Greyhound strike that there were smaller numbers of employees involved than in the strike of 1983 and the present issue leading to this strike was that the Company wants a six (6) year contract with no raises and with givebacks. He noted the lines have been drawn and the strikers are high spirited and that there was some violence being reported on the lines, that poor wages had been paid and that the only way the employees made any money was by working extra runs. He noted

the Council was assisting Local 1205, co-sponsored a rally and that many unions are jumping in to direct this strike. He further advised the Council was behind the strikers and that a picket line strategy meeting was being planned and noted that in this area there were 5 to 6 workplace locations and 73 union members in this area and that Local 1205 would also be taking advantage of the Mass. AFL-CIO Food Bank. He also noted that the North Shore CLC was also feeding strikers and that the Mass. AFL-CIO Council was paying the food bills for this. He noted the procedures being used would have to be re-checked; he also reported the Greyhound strikers strike fund was only $50.00 per week per striker. He noted this was a tough strike and that both the Mass. AFL-CIO Council and the Boston Central Labor Council is involved in assisting.

President Osborn reported on meeting with Samuel Leiken, President of the Massachusetts Product Development Corporation and of recommending support in his efforts and urging the affiliates to do likewise.

On Kawasaki taking over the G.E. facilities in Pittsfield in building rail cars. President Osborn reported that last June as a result of concern by the New York AFL-CIO meetings were held with Kawasacki, the MBTA and V.P. Irvin, who is also a Director on the MBTA to discuss Kawasaki's purchase of a company in New York that hired employees then fired them. He further reported that he had been informed by V.P. Dimitropolis that it was stated in Pittsfield that the Mass. AFL-CIO had been informed and involved in the ongoing Kawasaki situation in Pittsfield. The President stated this was untrue. He also reported that at the present time he had contacted the Mayor of Pittsfield and the MBTA regarding the Kawasaki takeover in Pittsfield and hopefully its hiring of former GE employees for their work force. The President feels he explained our past involvement in June to the satisfaction of all concerned.

President Osborn reported being contacted by a former Labor Representative who wanted to make a run for a Constitutional Office. He advised him that he felt it was too late and would send the wrong message to other candidates and that he discouraged this person's attempt to run.

The President also advised on attending and speaking to a class of the HTUP and reported the Council has hosted a reception for the graduates in that they had corrected the scholarship exams for the Council; on meetings with Sec. of Administration and Finance, Edward Lashman, who wanted to keep in touch on an ongoing basis; that the Mass. AFL-CIO Enviromental Committee was up and running and hoped more of the Building Trades Unions would become involved and that this committee had taken on an agenda that wants to insure building takes place but at the same time not at the cost of poisoning the earth and that Enviromental Secretary DeVillars had attended the last meeting and stated he felt he certainly knew the environmental business.

President Osborn reported on having a meeting with Joseph Kelleher, B.M., IBEW, Local 1505 and Peter DiCicco, President, IUE, District 2 relative to the subject of conversion of jobs from defense to industry; that cut backs in defense were on the horizon; that Pres. DiCicco was in favor of legislation being filed to study what products could be made in place of the defense industry; that Local 1505 was against this at this time and that the results of the meeting was an agreement to have more discussion and that the role of the Mass. AFL-CIO on this issue was one of a conduit to set the meetings up and not of one to take a position on and there were large affiliates on both sides of this issue and that the Council did not want to send a wrong message to Congress or to overseas businesses.

On the matter of a potential COPE video being put together, the President reported the idea was to have one ready by the Gompers, Murray, Meany Institute, but after discussions with the group that would be putting it together, he noted the costs would be unbelievably too much.

President Osborn reported meeting with Thomas Birmingham, a candidate for Senator Doris's seat and noted it was his feeling that there was personal animosity against him in that the Council did not support him in his previous bid for this seat. President Osborn reported that there was nothing personal in that prior decision in that the incumbent in that race, last time, had been a friend of Labor. Pres. Osborn noted that Sen. Doris had made the decision not to run for re-election this time, due to health reasons, and that Brother Birmingham would be a front-runner in this race and that he would be a good solid vote for Labor. He also noted he had informed him that there was no past animosity only thing being questioned was his impatience to obtain office.

The President reported on a meeting held with Sec./Treas. Haynes and the President and Secretary-Treasurer of the New Hampshire AFL-CIO evolving around the issue of political activity in their respective states and to exchange information.

President Osborn advised that as a result of meetings between the National AFL-CIO and the Democratic Party a coordinated campaign to direct money into states and to assist in Gubernatorial races, Senate races, etc. has been put together. He noted that the Party Chair in this state was not describing this areas activities clearly enough and that part of the proposed campaign frowned on involvement in referenda campaigns. He further reported that the response of the National AFL-CIO to such a coordinated campaign was one of taking the stand that only if the State Federation approves such a plan, would it happen. President Osborn further reported that as a result of these discussions and many meetings, Senator Kerry and Majority Leader Flaherty became involved with meetings with he and Secretary-Treasurer Haynes along with the State Committee. President Osborn noted that the Party wanted monies and that we always gave them financial support, but never received due credit and that in the future the Party would supply us lists instead of the Council

purchasing them. He further noted that Congressman Atkins, who is also the State Democratic Party Chair has a 100% voting record but what he has done in Congress is not what has been done at the State level. He advised the meeting with Sen. Kerry and Rep. Flaherty and members of the Democratic Committee was productive.

The President advised on attending the IBEW, Local 2222, "hanging tough" party; on meeting with former Sen. D'Amico regarding his request for assistance in retiring his campaign debt and that the Senator had been a dear friend to Labor and had gotten deeply involved in his campaign and that he as President explained the Council could not go into the past and could not be a major player in reducing this debt. He noted the Senator understood.

On the striking Eastern Machinists rally at Logan Airport, President Osborn reported there were approximately 500 in attendance, it was a windy day but there was much good feeling and noted that after 1 year on the line the Unions showed up with solid support and congratulated V.P. Burke in his efforts for the event.

President Osborn reported on the Workers Compensation situation in that the fund is strapped and management was getting hit with the bills and that the second injury fund bills will be going out and that many employees were receiving good benefits and that some should not be receiving them and that questions are being raised on that issue. He reported that studies are showing a large amount of litigation taking place; three times as many cases being filed, less accidents but more litigation. He noted Labor will have to be more involved with looking at this and that much time and effort has been put forth by Legislative Director Foley, V.P. Joyce, Exec. V.P. Farmer and V.P. Mahar in regards to Workers Compensation and that a great deal of time is spent by the Council on this issue.

The President reported on attending the swearing in ceremony of Robert Bryant of the Carpenters as a member of the MHFA. He noted Brother Bryant was the recommendation of the Council to this position.

On the Drug Testing Legislation, the President advised Director Foley will speak to the Vice Presidents further on this matter. President Osborn noted that the position the Council was taking on this legislation was one of protecting our members and that the courts have not been ruling in our favor and that we had taken this position but did not know if anything will come of this legislation this year. He noted the position used to be one of no way, no day, etc., now the position is, if so, there has to be proper treatment, confidentiality, procedures and guidelines put in place.

President Osborn reported that he had lunch with State Treasurer Crane and all seemed well with him.

The President reported having a DET briefing meeting with the

Legislative Director, Secretary-Treasurer and representatives from DET regarding the unemployment fund; on having continuous meetings with TEAM Exec. Director, Jim Braude, relative to the referenda campaign; on attending the Legislative Conference and noted the format was excellent, panelists were excellent and there was participation by the attendees. He commended Director Foley for his work on the Conference. He further advised meeting with Susie Teegartden from ISP and noted the future does not look good in that area.

President Osborn reported attending and speaking at the National Apprenticeship Seminar of the Glaziers Union; on meetings of the Mass. AFL-CIO Health and Safety Committee who is charged with planning the events for Workers Memorial Day; he noted SEIU has shown interest and SEIU International President, John Sweeney, wants to be part of the tribute scheduled for that day. He noted the committee has great ideas and that Massachusetts was the only state that has had legislation passed declaring the fourth Friday of April be designated Worker Memorial Day. He noted the National AFL-CIO has designated Saturday and that Massachusetts would be designating Friday. He reported the events being planned included lighting of a memorial torch, a union honor guard, possibly families of accident victims participating along with those that have suffered job injuries and that a possibility of Central Labor Council's doing candle light vigils.

President Osborn reported attending the monthly meeting of the Greater Boston Central Labor Council and commended V.P. Burke and V.P. Joyce for a most successful meeting.

At this time, V.P. Devlin requested the meeting go off the recorded record.

At this time, the Council meeting went back on the recorded record.

MMS to accept the Report of the President. So voted.

SECRETARY-TREASURER'S REPORT:
Secretary-Treasurer Haynes presented the regular monthly financial report of the Council and noted it was a decent month, per capita wise, and responded to questions on the report.

At this time, V.P. Devlin inquired as to what other Hotels are owned by the people who own the Park Plaza and questioned why the Lenox was used for the Secretary-Treasurer's conference.

Discussion took place regarding the area hotels and President Osborn advised that the Lenox was owned by the people who own the Park Plaza; that it was a Union hotel and that the hotel dispute was that only the Park Plaza was in question because of its Hotel Management making remarks in the newspaper.

The Secretary-Treasurer reported on his recent activities on behalf of the Council and noted that he had participated in many

of the events so reported in the President's report. Secretary-Treasurer Haynes informed the Council on meetings of the DET Advisory Board and on the indexing expenses for the unemployment insurance and that the fund is going bankrupt and would go totally bankrupt within two years if appropriate action was not taken now.

Secretary-Treasurer Haynes reported attending the Local 2222 IBEW "Hanging Tough" event, the one year anniversary rally on behalf of striking IAM members at Eastern; participating in Greyhound rallies; attending the Legislative Conference and on meetings of the Public Employee\TEAM group. He further reported that regarding the referendum campaign the public sector had raised money for the first quarter and that this campaign will rival the Vote No on #2 effort.

The Secretary-Treasurer further noted that he had attended a press conference with Boston Mayor, Raymond Flynn, relative to earned income credit and advised the Council members that employees who have earned less than $19,000 and have dependents might qualify for earned income credits; he suggested if there were questions on this issue, the Vice Presidents should contact him.

On recent affiliations, the Secretary-Treasurer reported on meeting with and affiliating an 86 member Paperworkers Local in Methuen and that several IAFF locals have just affiliated.

MMS to accept the Report of the Secretary-Treasurer. So voted.

At this time President Osborn congratulated Sec./Treas. Haynes and Mass. AFL-CIO staffer, Rich Rogers, for their affiliation efforts.

REPORT OF THE EDUCATION DIRECTOR:
Director Haynes reported attending and speaking at a rally of graduate students at U-Mass, Amherst, who are attempting to organize under the United Auto Workers and receiving some opposition. He further reported that the rally participants wanted to get in to see the President and he as a Trustee of the University gained access and a representative committee met with the President. He noted there are 1,500 to 2,000 students involved in this organizing attempt.

Secretary-Treasurer Haynes reported on hosting a reception for the students attending the HTUP after they had assisted the Council in correcting the Scholarship examinations. He also advised the Council members on discussions that have taken place with AFL-CIO Education Director Dorothy Shields on vocational education and apprenticeship programs.

He further advised that the first mailing on the Gompers, Murray, Meany Educational Institute has been sent out along with the notice on the Golf Tournament to be held prior to the Institute and that he is seeking sponsors for the Golf Tournament. He

noted that last year receipts for the Tournament netted $1,500 for the Scholarship Program and the goal for this year is to be able to fund four (4) $1,000 scholarships. He urged the support and participation by the Vice Presidents both at the Institute and Golf Tournament.

At this time, V.P. Abdow reported to the Council meeting that Professor Harvey Friedman was retiring from his position at the Labor Studies Center at the University of Massachusetts at Amherst and that he would like to recommend the the name of Frank Annunziato, to the Massachusetts AFL-CIO, to replace Professor Friedman. V.P. Abdow noted Brother Annunziato has a great labor background and has also worked closely with his Organization, the UFCW and in various computer surveys and research projects in western Mass, and that he also has the respect of the business community.

V.P. Devlin also spoke in favor of the recommendation of Brother Annunziato to this position.

V.P. Dart also spoke in favor of the recommendation.

MMS to recommend Frank Annunziato to fill the position created by the retirement of Harvey Friedman. Unanimous vote.

MMS to accept the Report of the Education Director. So voted.

<u>REPORT OF THE LEGISLATIVE DIRECTOR;</u>
Director Foley passed out a written legislative report to the members of the Council.

He reported on pending legislation regarding increasing fines for violations in the workplace; that they were presently too low, it would be a battle and not many people are supportive. He advised that he wanted to get it through this year before the present Chairperson left. On minimum wage legislation, Director Foley reported that legislation was held back last year because of National legislation being passed and he stated that hopefully there would be movement this year on the minimum wage at the state level.

Director Foley advised the Vice Presidents that the Unemployment insurance system funding is dropping month by month with the state's serious economic and financial troubles; he noted in the past the Council had been successful in increasing the dependency benefits rates under unemployment and now an increase in the base employers have to pay must take place; Massachusetts is presently at 30 weeks for collecting unemployment, whereas it's 26 in most other States. He also advised that since 1975 the minimum needed to earn was $1,200 in one year then you would qualify to collect unemployment and that business now wants to change this amount to $2,400. He noted increasing this unemployment insurance fund has to be done this year and reported a hearing on this matter was scheduled for March 21.

Director Foley also reported that other hearings would be taking place on Workers Compensation and that this State has extremely high benefits, as it should, but that the claims were increasing two to three times as fast as in the past. He advised that AIM has filed a bill which would include cutting back the benefits that were increased in 1985; the Lawyers want more money to be put into the fund for judges and Director Foley stated he did not think any of this will happen this legislative year. Director Foley informed the Vice Presidents that it was his feeling that after the present Chair leaves, the next Chair will not be concerned about this.

Director Foley also noted that on Workers Compensation cases the average wait is six to seven months from a hearing date which is still too long but that in the past it had been a two year wait; he noted he will keep the Council members informed.

The Director reported that on re-filed bills, only written testimony would be accepted; that there were presently 35 open legislative seats according to his projection and urged caution in endorsements.

He further informed the members of a problem developing regarding workers compensation in that Doctor's were sending employees across the state boarders for treatment under worker comp. payments; and that Massachusetts rates were higher and that out of state people are billing using the Massachusetts rates and that some employees are being treated in Florida. He further advised that the intent of the law would be to use the Massachusetts rates if being treated out of state.

V.P. Collins noted that many employees and members who have been out have to wait long periods of time to get treated before going back to work and that maybe if the Doctor's received increased rates this would help the time elements. Presently they are not treating these people because of the rates being paid by Doctors.

Director Foley noted the rates have to be increased but this must be done everywhere and that something has to be done in total.

President Osborn suggested a level where Doctor's get an increase would have to be found.

V.P. Joyce reported that he sits as a member on the Medical Review Board and advised that under this review Board any excessives are to be reviewed and that the Board was predominately made up of medical people and that most of the complaints being received were not in writing and that excessive billing is driving up the costs and that if we are to stabilize the rates, we would have to pay out of State services at the Massachusetts rates.

Director Foley reported on the Drug Testing Legislation and that the Mass. AFL-CIO and Substance Abuse Committee had been working

with Attorney Mary Sullivan on it. He noted unions are not winning any drug testing cases in the Country in the Courts and that drug testing was happening now in workplaces unless there is collective bargaining in place and noted an employer can test anyone they want with the exception of the public sector. He further reported that 15-20 meetings have taken place over hundreds of hours on this legislation and that previously business had wanted drug testing legislation but are now against it because they are winning cases in the courts. He noted that under this legislation, employers could not test unless they have a treatment program, a reputable company to do the testing and only for just cause and that pre-employment and/or pre-hiring testing would be allowed. Again, he noted the business community does not want this legislation and the public sector does not want to be involved and that it was an employee bill.

Secretary-Treasurer Haynes informed the Council that on the Unemployment Insurance proposal going from an eligibility of $1,200 to $2,400 and also having to be employed for fifteen (15) weeks he noted the question had been raised of whether or not this would affect union members.

Discussion took place regarding the hourly wages and minimum wages being paid to various union jurisdictions that could possibly be effected by the change.

Pres. Osborn noted he would have further conversation with V.P. Alman from the ILGWU on this issue.

Discussion took place as to whether this change would affect the retail employees. V.P. Phinney advised that after conversations with the Legislative Director, there would be no effect on these employees. Also, on a possible effect on School teacher aides and cafeteria workers.

Sec./Treas. Haynes informed the Vice Presidents one would have to have worked 15 weeks in order to now qualify.

V.P. Abdow inquired as to who was the sponsor of the Drug Testing Legislation and Director Foley responded that it was Representative Landers.

V.P. Collins inquired as to legislation that was filed by Plumbing Contractors relative to supplying power and inquired as to the position of the Mass. AFL-CIO on this legislation.

President Osborn informed the Council that the Mass. AFL-CIO has never taken a position of support of that bill.

Director Foley further advised that meetings were held on this issue with the Utility Workers unions, steelworkers unions, plumbers unions and plumbing contractors and reported the results of such meetings was that no position would be taken on this matter unless all parties were in agreement.

V.P. Irvin advised that this matter was more of one of comment than one of legislation and felt it was not going anywhere in that non-union plumbers would be getting the work.

At this time, President Osborn informed the Vice Presidents that a COPE Fundraiser was being planned in June in that additional funds were needed to carry out the Council's upcoming COPE Program and noted that this year's program would cost $120,000 and the Council presently only takes in $45,00 for this program; he noted that many other State's do a once a year COPE fundraiser to raise funds for COPE programs. He advised June 22 would be the date for this event and urged the support and participation of the Council Members in raising additional COPE monies via the Fundraiser.

MMS to accept the Report of the Legislative Director. So voted.

President Osborn announced the annual National AFL-CIO COPE Road Show was scheduled for March 20, 1990 at the Tara in Braintree and noted the invitations were handled by the National AFL-CIO to this event.

The President also reported on a request to support unemployment insurance legislation that has been filed regarding strikers benefits as a result of the recent NYNEX unemployment strike and noted it would change the waiting penalty and also be designed along the way the legislation is handled in New York. He noted he was urging a cautious approach in that there would be a possibility of losing the voluntary language in the present law. He noted the Council supporting the New York type legislation with the one week waiting period. He noted the hearing would take place on March 21st.

MMS that President Osborn testify at the above mentioned hearing in support of this legislation. So voted.

President Osborn reported he will be a co-chair of the upcoming Earth Day 1990 events and noted this event had previously been endorsed by the Mass. AFL-CIO. He noted it would take place on Sunday, April 22 and further information is forthcoming.

On the Workers Memorial Day event, President Osborn advised that an honor guard with union members in uniform was being planned for the event.

President Osborn informed the Vice Presidents regarding the charges against Local 26, HERE, that at the request and direction of the Council he met with the Council's Attorney in drafting the charges. He noted that within 30 days after charges are received by Local 26 a hearing will take place which will be comprised of five (5) non-interested officers and noted he would be asking for volunteers. He read the draft statement of charges. He further noted he wanted to meet with the Attorney again regarding the charges.

V.P. Leahy inquired as to whether Local 26 had paid on the one member that they said they would.

President Osborn advised that the statement of Local 26 going to pay per capita on one staffer came from a representative of Local 26 and that at this time, Local 26 has not paid anything.

MMS to have President Osborn again meet with the Council's attorney regarding the section of the charges in question. So voted.

President Osborn and Secretary-Treasurer Haynes advised that the Mass. AFL-CIO Health and Safety Committee had requested the Council endorse a program on adoption, similar to the one called Wednesday child. President Osborn advised the Committee Chair, Robert Spinney had the background information on this item.

MMS to adopt and endorse the request as submitted by the Health and Safety Committee regarding the adoption of hard to adopt children. So voted.

On the Park Plaza machinists picketing update, President Osborn advised he had been requested by the National Safety Council that was coming to Boston and holding a Conference at the Park Plaza, and that Ed Eagan from OSHA and Joe Kelleher from 1505 were involved with, to speak with the Machinists and he so notified all involved that the Machinists had taken the position that they will be picketing at the Eastern Airlines ticket office only during that Conference and not the Hotel. He noted this information was received one-half hour ago.

President Osborn reported on the events being planned for the Dorchester Day Parade which theme will include a salute to Labor and that he has been named one of the Parade Marshals. He noted it would be good visibility for the Council and that further information would be forthcoming. He noted the Parade is scheduled for Sunday, June 3rd.

He further noted plans will be underway shortly for the Labor of Love Walkathon event.

Secretary-Treasurer Haynes advised that the Mass. AFL-CIO Health and Safety Committee has brought information forward for endorsement of a health study on hazards in the workplace and on hazards we do to ourself such as alcohol, smoking, etc. and that the H and S Committee would like unions to participate. He noted the study would include organizations with 300 to 3,000 workers.

President Osborn advised the group undertaking this study should approach each local union that have health and safety committees in place already in areas that have negotiated health and safety language into their agreements.

Discussions took place regarding the size of the organizations that would possibly participate, on building trades locals that

have multi-employers and construction locals that move job sites continuously.

MMS to encourage participation by unions in this study. So voted.

At this time, President Osborn introduced Michael Holden and Ken Nutter, from ATU, Local 1205, the striking Greyhound workers.

Brothers Holden and Nutter passed out a fact-sheet on the strike to the members of the Exec. council.

They expressed a need for additional picket assistance at the Greyhound work sites in that there were many areas spread out throughout the State. He specified Springfield and Worcester could use assistance. They noted that the president of the line, Curry, bought out the company several years ago in a leveraged buyout and that all were cooperating with him to make a go of the Company and that at that time the unions were supportive of Greyhounds attempts to build it up but during the present negotiations Curry wants the Union to accept a no wage increase for six years with givebacks package. They noted the wages are very low for the Greyhound employees and that the only money being made was for employees that made extra runs. They reported that people go to the Greyhound training schools then go on to employment with other Companies due to the low wages being paid at Greyhound. They also reported that picket lines have been set up at each site and that scabs are driving the buses into the entrances of the sites and that then management employees bring the buses through the picket lines. They noted they are receiving support from other unionized bus line employees and that Peter Pan drivers and Bonanza drivers are honoring the Greyhound picket lines. They also advised that there was a major problem with the Vermont transit lines which is also owned by Curry that are being used to break the strike.

President Osborn noted the Greater Boston Central Labor Council has volunteers who will be assisting the strikers and suggested a fact-sheet be put out explaining which are the good bus lines vs. the bad ones.

Discussion took place as to which groups were actually crossing the lines; who are driving the buses, either non-union, union, scabs, management, sub-contractors, etc.

Brothers Holden and Nutter went on to advise that there were approximately 8,500 people involved which includes mechanics, maintenance workers and bus drivers and that one-tenth of 1% had crossed the lines. Discussion took place on Greyhounds use of advertisement in hiring scabs and of offering a $2,000 bonus for scab drivers.

President Osborn advised the ATU Officers that the Massachusetts AFL-CIO will continue its assistance to them and that the Council was fully behind their efforts and wished them success.

At this time, President Osborn offered to the Council Members the recommendations of International President of the National Letter Carriers Union, Vincent Sombrotto, to receive the Gompers, Murray, Meany Award; Patricia Armstrong, from the Boston Teachers Union and Exec. V.P. Joseph Faherty to be the recipients of the Mass. AFL-CIO Outstanding Service Merit Award.

MMS to accept these three recommendations. So voted.

MMS to adjourn. So voted.

ROLL CALL

AGENDA
MASSACHUSETTS AFL/CIO
EXECUTIVE COUNCIL MEETING
MARCH 15, 1990
PLUMBERS HALL, BOSTON, MA

- -

PRESIDENT'S REPORT
SECRETARY/TREASURER'S REPORT
DEPARTMENT REPORTS - COPE & LEGISLATION REPORT - EDUCATION

- -

COMMUNICATIONS

From Herman Brown to Martin Foley expressing appreciation for debating proposed AIM changes and the Workers' Comp. system with Richard Mastrangelo.

From Mark MacKenzie, Pres. New Hampshire AFL/CIO thanking him for time spent discussing the Massachusetts AFL/CIO programs and agenda.

From Cynthia Ward, Exec. Dir. Mass. Citizen Action to Pres. Osborn thanking him for participation as a panelist at Mass. Citizen Action's Predictions for the '90s" fundraiser.

From Prof. Harvey Friedman, U/Mass. to Pres. Osborn thanking him and various officers and staff of the Massachusetts State Labor Council for the support that was given to U/Mass in fight to maintain the Labor Center as a viable academic center oriented to labor.

From Sen. Arthur Lewis to Pres. Osborn regarding an attached letter from a constituent expressing her concern regarding a proposed resolution presently before the Exec. Committee of the AFL/CIO.

Memo from Pres. Kirkland advising that the Oil, Chemical and Atomic Workers Int'l. Union has fulfilled in all respects the requirements of Section 16 of Article XX of the AFL/CIO Constitution.

From Jim LaSala, Amalgamated Transit Union to AFL/CIO Affiliates and CLC regarding the Greyhound Lines, Inc.

From Pres. Kirkland to affiliates asking for assistance for the striking brothers and sisters at Greyhound.

From SEIU Local 285 to Pres. Osborn regarding new contract for HCHP Support Staff which was settled on February 9, 1990.

Communication from Educational and Cultural Fund of the Electrical Industry about an unsolicited pamphlet entitled **WHY UNIONS ARE IN TROUBLE AND WHAT THEY CAN DO ABOUT IT.**

From Bernard Rapoport, American Income Life to Pres. Osborn missing him at party and wishing him continued success and good health.

From Paul F. Levy and Kathleen Hearm to Pres. Osborn thanking him for his personal assistance in formulating the Authority's Five Year Progress report.

Memorandum from James N. Ellenberger, AFL/CIO to Principle Officers of State AFL/CIO organizations regarding Workers' Compensation Administrator.

FINANCIAL REPORT

FEBRUARY 1990

General Fund	Credits	Debits
Balance 2/1/90	41,996.20	
Receipts - P/C	96,704.43	
Receipts - Sec./Treas Conf.	700.00	
Receipts - State of the Union	91.20	
Reimb. - Gordons Liquor	1,619.30	
Reimb. - Mailing	574.25	
Disbursements		72,760.19
Balance	68,925.19	

Per Capita received on 276,298 members

Disbursements

1.	Rent	2,500.00
2.	Utilities	393.21
3.	Auto Exp.	1,483.63
4.	Retainer	500.00
5.	Printing	245.70
6.	Postage	60.00
7.	Health & Dental Ins.	910.80
8.	Life & Disability Ins.	654.09
9.	Credit Union	3,860.00
10.	Frontlash	1,008.52
11.	Tickets & Donations	2,400.00
12.	Office Supplies & Equip.	399.48
13.	.02¢ P/C (COPE)	3,769.68
14.	Payroll	24,674.90
15.	Computer Exp.	796.88
16.	American Exp.	1,489.68
17.	Dues & Subscriptions	108.00
18.	Taxes	15,055.36
19.	Equip. Maint. & Lease	1,024.79
20.	Mtgs. & Conferences	822.21
21.	Refund for Sec./Treas. Conf.	100.00
22.	Actariel Service	265.00
23.	N.E. Council Summer School	300.00
24.	Lenox Hotel (Sec./Treas. Conf.)	5,439.48
25.	State of the Union Conf.	4,498.78
		72,760.19

COPE ACCOUNT

Balance 2/1/90	35,762.58	
Receipts - Assabet Valley Teachers	112.00	
Receipts - .02¢ - P/C	3,769.68	
Receipts - Legislative Conf.	1,150.00	
Receipts - interest	146.93	
Disbursements		9,542.71
Balance	31,398.48	

Disbursements

1.	Donations	2,536.25
2.	Reimb. - Reg. Fee - Convention	90.00
3.	Reimb. - Gen. Acct. - Mailing	574.25
4.	Supplies	340.75
5.	Postage & Mailing	2,001.46
6.	Craig Stepno	4,000.00
		9,542.71

Assets

U.S. Trust Money Market	86,030.20
Israel Bond	1,000.00
Dept. of Labor	400.00
Petty Cash	300.00
	87,730.20

EXECUTIVE OFFICERS MEETING
FEBRUARY 15, 1990

Present: Pres. Osborn, Sec./Treas. Haynes, Exec. V.P.'s Lydon, Faherty, and Farmer

Discussion on Charlie Marciante, N.J. AFL/CIO regarding Council #73 Defense Fund - Filed.

Request to support a fundraiser for the Bunker Hill Community College sponsored by Thomas Kershaw, Hampshire House - Filed.

Discussion on the 1990 Convention/Park Plaza.

Discussed taking an ad for the 95th Anniversary of the Brockton Typographical Union Local 224 - check if they took ad in our book.

MMS to refer communication fron National Toxics Campaign to CLC's. So voted.

MMS to purchase 5 tickets for the testimonial for Carmen D'Olimpio. So voted.

MMS Sec./Treas. Haynes will personally purchase a ticket for a fundraiser for Angelo Buonopane.

Discussion on A NEW MEDIUM TO REACH MASSACHUSETTS ARCHITECTS, DESIGNERS, SPECIFIERS IS NOW AVAILABLE - Filed.

MMS to accept an offer of the Nat'l. Safety Council - Labor Div. to cohost (at no cost) the upcoming spring conference. So voted.

MMS for Pres. Osborn to contact Attorney Manning on the adversability of suspending H.E.R.E. Local 26. So voted.

MMS to support the efforts of the Health and Safety Committee in developing a program for Workers Memorial Day. So voted.

MMS to have The Labor Leader print an article about "Workplace Education: Today and Tomorrow" - communication from Marty Platt. So voted.

MMS to have Pres. Osborn attend the Legislative Conference in Washington. So voted.

MMS to send a letter to Pres. Bush regarding the communication from Citizens for Tax Justice. So voted.

EXECUTIVE OFFICERS MEETING
MARCH 1, 1990

Present: Pres. Osborn, Exec. VP's Lydon, Faherty and Farmer
Absent: Sec./Treas. Haynes (ub)

MMS to purchase one ticket @ $200 for a dinner honoring John Gould, AIM sponsored by Anti-Defamation League and at the request of Sen. Olver. So voted.

MMS to send a letter and brochure to affiliates for WILD Weekend. So voted.

MMS to buy ticket to Massachusetts Senior Action Council, Inc. dinner per past practice. So voted.

Request from CLUW for their membership drive - filed.

Request to participate in the second annual National Managed Health Care Congress - filed.

MMS to have Sec./Treas. Haynes do a further study on the price break down of the Massachusetts AFL/CIO pins. So voted.

MMS to donate to Ireland Cerebral Palsy and refer to Irish American Coalition. So voted.

MMS to refer to John Laughlin request from National Award for the Handicapped for their Christmas in July for donation. So voted.

ROLL CALL 3/15/90
Council Mtg. Local 12 - Hall

MASSACHUSETTS/AFL-CIO

Voice of Organized Labor 400,000 Strong

PRESIDENT
P ARTHUR R. OSBORN

EXECUTIVE VICE PRESIDENTS
P JOSEPH M. LYDON
JOSEPH C. FAHERTY
JAMES FARMER

SECRETARY-TREASURER
P ROBERT J. HAYNES

VICE PRESIDENTS
P RICHARD ABDOW
RONALD ALMAN
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P HERBERT OLLIVIERRE
P JOHN PHINNEY
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CHARLES E. THOMPSON
BARNEY WALSH
MANNY WILLIAMS

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MASSACHUSETTS/AFL-CIO

Voice of Organized Labor 400,000 Strong

April 2, 1990

TO: MEMBERS OF THE EXECUTIVE COUNCIL

FROM: ROBERT J. HAYNES, SECRETARY-TREASURER

Enclosed please find the Minutes of the March 15 Council Meeting for your perusal and acceptance.

The next meeting of the Executive Council is scheduled for:

DATE: THURSDAY, APRIL 19, 1990

TIME: 10:00 A.M. - Meeting
12:30 P.M. - Luncheon

PLACE: BOSTON TEACHERS UNION HALL
180 Mt. Vernon Street -
(BEHIND BAYSIDE EXPO)
Dorchester, Mass.

Looking forward to seeing you at the BTU on April 19.

It would be appreciated if you would R.S.V.P. at your earliest convenience (617) 227-8260.

FROM THE NORTH: TAKE EXPRESSWAY SOUTH
DIRECTIONS: (BTU is off Southeast Expressway) Take U-Mass.-Columbia Road Exit of the Southeast Expressway. At the bottom of the ramp - **go left** - when you come to the Rotary - go 1/2 way around rotary - you will now be on Day Boulevard. Proceed to MDC Police Station (will be on right hand side) - directly after Police Station take right - this will bring you into the Boston Teachers Union Parking Lot.

FROM THE SOUTH: TAKE EXPRESSWAY NORTH
DIRECTIONS: BTU is off Southeast Expressway. Take U-Mass.-Columbia Road Exit of the Southeast Expressway. At the botton of the ramp - **go right** - when you come to the Rotary - go 1/2 way around - you will be on Day Boulevard. Proceed to MDC Police Station (will be on right hand side) - directly after Police Station take right - this will bring you into the Boston Teachers Union Parking Lot.

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ARTHUR R. OSBORN

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TO: Members of the Executive Council
FROM: Martin V. Foley
DATE: March 15, 1990
RE: Legislative Report

The public hearings are beginning to take place on our legislative agenda. The hearings will continue through until the end of April. All bills must be reported out of Committee by April 25 according to the Joint Rules of the House and Senate. Here is a sampling of the hearings that have been held on our bills and a brief summary of what was covered.

On February 26, a public hearing was held by the Commerce and Labor Committee on our bill to increase the fines on violations of the child labor laws. After the hearing the bill was reported out favorably. Last year a similar bill passed the House but was lost in the Senate, hopefully our bill will go all the way to the Governor's desk this year.

On Wednesday, March 7, the Commerce and Labor Committee had a hearing on drug testing. As I have been saying for several years, we have no protection for workers against unfair drug testing by employers. Over the past few years, most cases against drug testing have been lost in the Courts. The Mass AFL-CIO with the help of the Substance Abuse Committee and Attorney Mary Sullivan have worked out a bill with protections for the worker. We are hopeful this piece will move forward this year.

On March 12, we had a hearing on our minimum wage bill. As you may know the federal minimum wage is going up on April 1 from $3.35 to $3.80 and again next year to $4.25. Our own state minimum wage rate is $3.75 and our proposal is to increase this rate to $4.45 in 1990, $4.65 in 1991 and $4.85 in 1992. The bill is before the Commerce and Labor Committee, so any letters to the Committee in support of our bill would be greatly appreciated. A prevailing wage enforcement bill filed by the Building Trades was also heard that day.

March 13 saw the Natural Resources Committee hold a hearing on the packaging referendum sponsored by MASSPirg. As directed, the Mass AFL-CIO was recorded in opposition to this piece unless some provisions can be included to protect workers in the affected industries who might become dislocated as a result of passage of this bill.

Two important dates to keep in mind ---

March 21. Commerce and Labor Committee hearing on Unemployment Insurance legislation. Currently the UI fund is being depleted and it looks like there must be an increase in employer taxes.

March 26. Commerce and Labor Committee hearing on Workers' Compensation legislation

If you have any questions or comments on any of the bills on our legislative agenda, please give me a call at [617]227-8260.

MASSACHUSETTS/AFL-CIO

Voice of Organized Labor 400,000 Strong

March 15, 1990

TO: EXECUTIVE COUNCIL MEMBERS
FROM: ARTHUR R. OSBORN, PRESIDENT
ROBERT J. HAYNES, SECRETARY-TREASURER
JOSEPH M. LYDON, EXEC. V.P.
JOSEPH C. FAHERTY, EXEC. V.P.
JAMES L. FARMER, EXEC. V.P.
RE: JUNE 22 COPE FUNDRAISER

PRESIDENT
ARTHUR R. OSBORN

EXECUTIVE VICE PRESIDENTS
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JOSEPH C. FAHERTY
JAMES FARMER

SECRETARY-TREASURER
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CHARLES E. THOMPSON
BARNEY WALSH
MANNY WILLIAMS

As you are aware, 1990 is shaping up to be a watershed year in Massachusetts politics. The first open Gubernatorial race in thirty (30) years and major contests for other Constitutional Offices will require unprecedented activity by Labor for its endorsed candidates.

In addition, over twenty (20) Representative seats and seven (7) Senate seats are being vacated at this time with the number of open Legislative seats sure to increase. John Kerry's Senate run and several contested Congressional races will also require resources from Labor.

A rough budget (see attached) has been drafted based on the Massachusetts AFL-CIO's anticipated expenditures for the 1990 campaign. Effective grassroots organizing requires expenses for direct mail, meetings, phonebanks, campaign literature, etc.

Our mandated COPE dues set aside (.02) generates $45,000 per year.

As you can see our COPE Fund will be insufficient to run the type of campaigns mandated for our survival.

To address this shortfall, a Fundraiser has been scheduled for Friday, June 22nd at the IBEW, Local 103 Hall in Dorchester.

Senator John Kerry, Majority Leader Charles Flaherty and Congressman Richard Neal, have agreed to accept awards from the Massachusetts AFL-CIO that evening.

Tickets for this event will be priced at $100.00.
Solidarity always carries a price, lets fight to turn things around, together in the 90's.

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MASSACHUSETTS AFL-CIO - COPE ESTIMATED BUDGET

DEMOCRATIC CONVENTION

Meetings	$1,000	
Lodging	$2,000	
Mailings	$1,500	ESTIMATED
Consultant Fee	$8,000	$20-$25,000

CONVENTION FEES

Meeting Expenses	$2,000
Friday Reception	$3,000
Hats and shirts	$5,000
*Question 2 outreach	$1,500

LEGISLATIVE RACES Open seats & incumbent challenges
Direct Mail
Flyers-phonebanks, etc.$20,000

*This figure is derived by doubling expenses incurred in 1988-election outreach.

GUBERNATORIAL CAMPAIGN AND SENATE RACE
Mailing to all registered members - $30,000
*AFL-CIO says they will no longer defray the cost of this.
Flyers - campaign materials - $10,000
Phone Banks - $10,000

Installation of phones - calling costs, etc. - Possible payment of Supervisors.

WILD CARDS
Will we be involved in Richard Neal's fight?

If so, add a minimum of $5,000

Also, if we endorse before the Primary - costs will be the same as a general election effort.

RECRUITMENT AND TRAINING - Estimated - $5,000
We must begin in late spring or early summer to put together volunteer operation.

This will involve significant mailing costs (reaching out to Question 2 file) and training expenses.

Regional meetings will be scheduled.

TEAM PETITION
How large a role will we play? Just mailing charges alone could be significant.

Staff and officers time commitments must also be considered.

OTHER CONSIDERATIONS
Will resources be available for continuation of Craig Stepno's assistance throughout the year.

Invest in a COPE intern as in 1988.

ESTIMATED BUDGET FOR COPE - APPROXIMATELY $120,000.

St. Patrick's Day
Board Luncheon

~~Giro Cardinal~~ on bd

Tom Scanlan yes

Tom Berthiaume NO

Massachusetts AFL-CIO
Staff (10)

Plumbers Local 12
Staff (10)

United Way Representatives
Dick Piccuito - YES
Earle

Richard Heffernan NO
34 Central Street
Acton, MA 01720

John Barron Yes + 1
37 Brockton Avenue
Abington, MA 02351

Thomas Evers NO
301 Bainbridge Street
Malden, MA 02134

George Carpenter
21A Hardy Street
Danvers, MA 01923

Frank Myers, Director
AFL-CIO Region VIII
6 Beacon Street - NO
Boston, MA 02108

Leo Purcell, President
Mass. Building Trades - NO
9 Park St. 5th Floor
Boston, MA 02108

Joseph Nigro, G.A.
Boston Building Trades
645 Morrissey Blvd.
Dorchester, MA 02122

Frank Lyons NO
U/MASS BOSTON
250 Stuart St. 11th Floor
Boston, MA 02116

Chuck Monahan yes
c/o IBEW Local 103
256 Freeport Street
Dorchester, MA 02122

Robert Spinney - yes
Sheet Metal Workers #17
1157 Adams Street
Dorchester, MA 02124

Denise Wallace, Chair
Women's Committee
51 Highland Street
Salem, MA 01970

Jay Porter, Chair - NO
Education Committee
c/o 216 Tremont Street
Boston, MA 02116

Lou Mandarini, Jr.
Laborers Local 22
215 Hanover Street
Boston, MA 02113

Thomas McIntyre Yes
Bricklayers
2 Park Plaza
Boston, MA 02116

100 Cove Way
apt 501 - Quincy 02169
Call 227-9886
Fer info —

Paul Eustace NO
Exec. Office of Labor
1 Ashburton Pl. 21st Floor
Boston, MA 02108

James Snow, Commissioner
Labor & Industries - Yes
100 Cambridge St. 11th Fl.
Boston, MA 02108

Robert Manning, Esq.
Angoff, Goldman, Manning,
Pyle, Wanger & Hiatt
44 School Street
Boston, MA 02108

Roberto De La Cruz yes + 1
232 Blue Hill Parkway
Milton, MA 02186

Steve Day, Exec. Director
Workers Comp. Advisory
600 Washington Street
Boston, MA 02111 - yes

Ken Mangan NO
38 Grafton Street
Shrewsbury, MA 01545

Jim Braude, Exec. Dir.
TEAM
37 Temple Place - 3rd Fl.
Boston, Ma. 02111

Robin Leeds
17 Lakeville Road
Jamaica Plain, Ma. 02130

Craig Stepno - Rich yes

Russell Campbell
7 Martin Street
Arlington, Ma.
02174

Jim Nestor
26 West Wyoming St
Melrose, Ma. 02176

Paul Connolly 589
18 Gridley St
W. Quincy 02169
cannot make it

Dan Kearney
41 Arrowwood
Cohasset, Ma. — YES

Dick Post
227 Myrtle St
Rockland 02370

Dan Beauregard
152 Grove St
Haverhill, Ma. 01830

Frank Ceccarroni
22 Sumner St
Halliston, Ma 01746

Ed Clarke
99 East Clinton St
New Bedford - 02740

Bernie Corbett — YES
2 Mystic St
Methuen, Ma. 01844

Lawrence Cavanaugh NO
24 Lynn Ann Drive
Holyoke - 01040

Bruce Ferrin
6 Porter Ave
Dalton - 01226

David Lima
37 Eric Rd.
No. Dartmouth 02747

Public Employees/
TEAM Group

Gerry O'Leary -
11 Crestwood Circle
Lawrence, MA 01840

Ed O'Neil - get from GIRO
20 Silverbirch Lane
Kingston, MA 02364

William J.P. Cleary
7 Washington Terrace
Woburn, Ma. 01801

Joe Mello - give to GIRO
YES

MASSACHUSETTS/AFL-CIO

Voice of Organized Labor 400,000 Strong

February 26, 1990

TO: MEMBERS OF THE MASSACHUSETTS AFL-CIO EXECUTIVE COUNCIL

FROM: ROBERT J. HAYNES, SECRETARY-TREASURER

SUBJ: COUNCIL MEETING

Dear Vice President:

This is to advise you that the next Executive Council Meeting has been scheduled for:

DATE: THURSDAY, MARCH 15, 1990

TIME: 10:00 A.M. - MEETING
12:30 P.M. - LUNCHEON

PLACE: LOCAL 12 - PLUMBERS' UNION HALL
1240 MASSACHUSETTS AVENUE
BOSTON, MASS.

As this meeting is pre-St. Patrick's Day, the Annual luncheon\reception will include the traditional corned beef and cabbage menu.

Please RSVP at your earliest convenience regarding your attendance at the Council Meeting and for the Luncheon/reception which will follow the meeting.

In solidarity,

Bob

ROBERT J. HAYNES
SECRETARY-TREASURER

P.S. - The Minutes of the February 15 Council Meeting will be forwarded to you under separate cover.

PRESIDENT
ARTHUR R. OSBORN

EXECUTIVE VICE PRESIDENTS
JOSEPH M. LYDON
JOSEPH C. FAHERTY
JAMES FARMER

SECRETARY-TREASURER
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MANNY WILLIAMS

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MASSACHUSETTS/AFL-CIO

Voice of Organized Labor 400,000 Strong

March 5, 1990

PRESIDENT
ARTHUR R. OSBORN

EXECUTIVE VICE PRESIDENTS
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JAMES FARMER

SECRETARY-TREASURER
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WILLIAM J. FOLEY
WILLIAM F. IRVIN
JOSEPH W. JOYCE
THOMAS P. KERR
DONALD J. LEAHY
DICK LeBLANC
KEVIN MAHAR
CHARLES McDEVITT
NANCY MILLS
A. MICHAEL MULLANE
HERBERT OLLIVIERRE
JOHN PHINNEY
CYNTHIA RODRIQUES
TONY ROMANO
JOHN F. SIMMONS
CHARLES E. THOMPSON
BARNEY WALSH
MANNY WILLIAMS

TO: MEMBERS OF THE MASSACHUSETTS AFL-CIO EXECUTIVE COUNCIL

FROM: ROBERT J. HAYNES, SECRETARY-TREASURER

SUBJ: COUNCIL MEETING

Dear Vice President:

This is to advise you that the next Executive Council Meeting has been scheduled for:

DATE: THURSDAY, MARCH 15, 1990

TIME: 10:00 A.M. - MEETING
12:30 P.M. - LUNCHEON

PLACE: LOCAL 12 - PLUMBERS' UNION HALL
1240 MASSACHUSETTS AVENUE
BOSTON, MASS.

As this meeting is pre-St. Patrick's Day, the Annual luncheon\reception will include the traditional corned beef and cabbage menu.

Please RSVP at your earliest convenience regarding your attendance at the Council Meeting and for the Luncheon/reception which will follow the meeting.

In solidarity,

Robert J. Haynes

ROBERT J. HAYNES
SECRETARY-TREASURER

P.S. - Enclosed please find the Minutes of the February 15, 1990 Council Meeting for your review.

encl.

MASSACHUSETTS / AFL-CIO
8 BEACON STREET • BOSTON, MA 02108 • TELEPHONE 617 / 227-8260 • FAX 617 / 227-2010

March 2, 1990

DEAR TRADE UNIONIST:

On behalf of the Massachusetts AFL-CIO Council, we would like to cordially invite you to attend the Council's Annual St. Patrick's Day Executive Council Luncheon.

This year the event will take place directly following the Executive Council meeting on **Thursday, March 15, 1990, at the Local 12 Plumbers Hall, 1240 Massachusetts Avenue, Boston.**

We hope your schedule can allow you to be with us and to partake in the traditional Corned Beef and Cabbage Luncheon.

The luncheon and reception will begin at approximately 12:15 on the 15th.

Looking forward to seeing you.

In solidarity,

ARTHUR R. OSBORN
PRESIDENT

ROBERT J. HAYNES
SECRETARY-TREASURER

P.S. It would be appreciated if you would kindly R.S.V.P. to Dawn at the Massachusetts AFL-CIO at (617) 227-8260.

AMALGAMATED TRANSIT UNION
5025 WISCONSIN AVE., N.W., WASHINGTON, D.C. 20016 (202) 537-1645

JAMES HAYES
INTERNATIONAL VICE-PRESIDENT
AND GENERAL EXECUTIVE BOARD
MEMBER

P.O. BOX 9
LOUISVILLE, CO 80027
(303) 666-0755

March 6, 1990

TO ALL GREYHOUND MEMBERS - AMALGAMATED TRANSIT UNION

In an effort to clear up some of the confusion I am hearing on television and in other written reports, let me try to condense the issues involved in our current labor dispute with Mr. Currey and the Greyhound Lines, Inc.

WHY ARE WE ON STRIKE?

* The offer Greyhound presented to the Council through the Mediator at 10:30 PM, March 1st was prefaced with several conditions. 1) The Council must recommend the approval of the proposal to the membership or the offer was null and void. 2) The document must be sighed by the Council President and Secretary before midnight. 3) The new proposal would go into effect at midnight pending ratification by the members. 4) No extention of the existing Contract would be allowed during the balloting. 5) The ratification vote must be in and counted prior to midnight, March 15th.
* The offer contained a wage increase in the mileage rate of 1½%
* No increase in the $6.50 hourly rate for charters
* No increase in pay for our 900 Telephone Information Clerks for the next four years
* No increase in Company contributions to our Health and Welfare Plan for the next three years. Any increases would be borne by the employees.
* The Company could sub-contract main line routes only with the approval of the Local Union(s) involved
* The Company could sub-contract any and all work in our garages to non-union contractors in ten locations
* The offer would eliminate 1 for 1 incentive program

* In arbitration of a safety related matter, the Arbitrator could consider all major accidents and speeding tickets without limitation of time.
* The loser in any arbitration would pay the winners cost to include attorney fees up to $10,000
* New operators hired after May 1, 1990 would be paid only by regional hourly rates while in-line-haul service. They would never be eligible for mileage rates of pay
* Part-time operators would become full-time seasonal operators and rotate on the extra boards during peak periods
* The Company could offer local or regional incentive programs with the approval of the Local(s) involved
* The Greyhound/Trailways seniority would continue as is under the so-called Seibel Award only after Court approval
* Maintenance employess would receive overtime pay only after 40 hours per week, not after 8 hours per day
* The Company could hire maintenance employees from the street without giving current employees a probationary period to qualify
* No Maintenance Service Worker under the classification of mechanic or working foreman would receive a wage increase over the next four years
* All vacations, holidays and sick leave would be reduced to 1/6th of 1/52nd of prior years earnings (was 1/5th of 1/52nd)
* Overtime for extra board work would only be paid for the 13th and 14th day if available for work the full 12 days prior
* If any employee is furloughed for over one year for ANY reason, they would be terminated
* An employee on sick leave or disability would have to verify same every 30 days (now 90 days)

As you can see, the Company wants and wants but refuses to GIVE. Anyone now returning to work does so, not with this latest proposal, but with the January 10th proposal modified to include the restriction on sub-contracting of main-line service without the Local(s) approval. All other changes remain the same.